

School Action Plan Summary 2024 - 2025

Westlake HS

Prepared by Adams, Jarvis I

Approved by Maxwell, Ronald B on 2024-11-01

Programs:

- CTAE Pathway
- In-School Academies
- International Baccalaureate
- JROTC

Strategic Plan Goals	Strategic Plan Metrics	High-Level Actions	Progress Monitoring Metrics
Enhance performance for all students.	Milestones Proficiency Math	The PLC will use regular assessments and targeted interventions to address student weaknesses, track progress, and provide personalized support for students in Algebra C&C to improve student understanding and achievement. PLC's will focus on fostering teacher collaboration to build content capacity, share best practices, and equip teachers with instructional technology resources to enhance student engagement,	Track the frequency and effectiveness of data analysis in PLC meetings, monitor student improvement through formative assessments, and measure growth in targeted interventions for struggling Algebra C&C students.
Prioritize safety and operational efficiency.	ISS & OSS	Utilize PBIS Rewards to log minor infractions and incentivize positive behavior while implementing Smart Pass to limit student movement during instructional time. Regularly analyze discipline data in monthly meetings to target specific behaviors and make data-informed adjustments.	Track behavior trends through the PBIS and Smart Pass dashboards and review discipline data during monthly meetings to assess effectiveness and adjust interventions as needed.
Ensure impactful programming.	AP, IB, Dual Enrollment	Increase percent of students who are enrolled in at least one AP, IB, or Dual Enrollment course.	Number of students enrolled in AP, IB, and Dual Enrollment courses Retention rates of students in these courses Completion rates of advanced learner courses
Strengthen work force engagement.	Employee Retention	To strengthen employee engagement, we will conduct regular engagement surveys (FCS and Internal) to assess satisfaction and implement	Employee retention rates annually and semi-annually Feedback from employee engagement



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		feedback mechanisms for addressing teacher concerns. Offer targeted professional development to add teacher value, establish recognition programs, reinforce new teacher mentorship initiatives, and promote work-life balance to foster a positive work environment and increase employee retention.	surveys Exit interview data to identify reasons for turnover
Utilize fiscal resources effectively.	Charter Dollar Expenditures	Implement a rigorous budget review process as part of the BAR review meeting with the bookkeeper, creating a line item on the School Governance Council monthly agenda for the treasury committee to report out to the SGC.	Percentage of Charter Dollar expenditures utilized Breakdown of expenditures by category
Deepen community connections.	Student Attendance	Continue the FCS process of Infinite Campus emails to notify families about absences. Send letters home via US mail after 5, 7, and 10 absences. At 9 absences, the social worker will contact the family, implementing an attendance contract. Upon the 12th absence, a SWARM will address the situation collaboratively. Attendance trends and intervention effectiveness will be discussed in monthly MTSS meetings. Implement PBIS to specifically target and reinforce positive attendance behaviors.	Utilize the FCS Attendance Dashboard and Everyday Labs to identify students approaching chronic absenteeism. Attendance Clerk's "Attendance Reports"



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